

FOR FISCAL YEARS ENDED
JUNE 30, 2025 AND 2024

City of Phoenix Employees'
Retirement System



A Component Unit of the
City of Phoenix, Arizona

Popular Annual Financial Report



BUILDING THE
PHOENIX 
OF TOMORROW





COPERS Board

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Chairperson



Aaron Avila
Vice Chairperson



Inger Erickson
Board Member



Joe Jatzkewitz
Board Member



David Mathews
Board Member



Kathleen Gitkin
Board Member



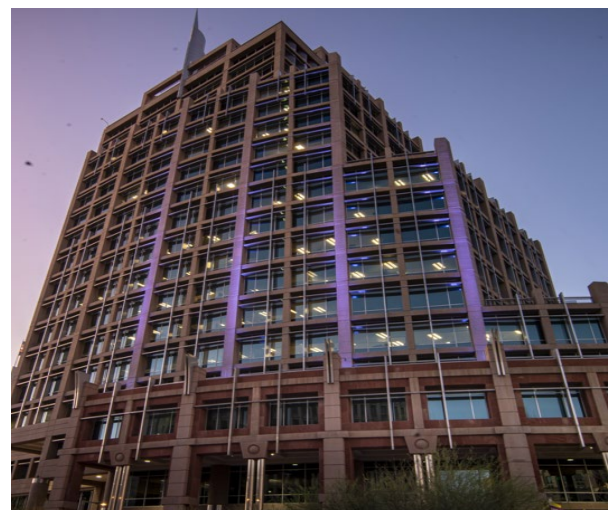
Rob Sweeney
Retiree Board Member



Stephen Vital
Board Member



Alan Maguire
Board Member



MESSAGE FROM THE ADMINISTRATOR

Dear Reader:

I am pleased to present the 2025 Popular Annual Financial Report (PAFR) for the City of Phoenix Employees' Retirement System (COPERS) for the fiscal year ended June 30, 2025. The information presented here is a summary of the more detailed 2025 COPERS Annual Comprehensive Financial Report ([ACFR](#)) which is prepared and presented in conformity with Generally Accepted Accounting Principles (GAAP). The PAFR is not intended to replace the ACFR but to summarize the financial health and the investment performance of COPERS throughout the fiscal year. I encourage you to review the ACFR in its entirety online at phoenix.gov/copers.

The COPERS Plan is governed by the City of Phoenix Employees' Retirement Law of 1953 (Chapter XXIV of the City of Phoenix Charter). This law has been revised over the years, with the latest amendment approved by the City voters on August 25, 2015. COPERS was created to provide retirement, survivor, and disability benefits to City of Phoenix general employees. COPERS is a qualified retirement plan under the Internal Revenue Code. The City of Phoenix Employees' Retirement Board (the Board) is the trustee of the Plan.

The net asset value of COPERS as of June 30, 2025, was \$3.818 billion. On a fair value basis, the investment rate of return for this fiscal year was 8.6% compared to 7.3% percent in fiscal year 2024.

The Government Finance Officers Association of the United States and Canada (GFOA) awarded a Certificate of Achievement for Excellence in Financial Reporting to COPERS for its annual comprehensive financial report for the fiscal year ended June 30, 2024. To be awarded a Certificate of Achievement, an organization must conform to the highest standards of fiduciary reporting and full disclosure. This is the 39th year COPERS has received this award.

The Plan also received the Public Pension Standards Award for Funding and Administration. This award was presented by the Public Pension Coordinating Council, a confederation of the National Association of State Retirement Administrators, the National Conference on Public Employee Retirement Systems and the National Council on Teacher Retirement. This is the 13th year the Plan has applied for and received this award.

COPERS is not only committed to practicing good financial stewardship, but we also remain committed to growing the services and resources for our members. During fiscal year 2025, COPERS staff worked with a third-party vendor to further develop our financial wellness and retirement readiness training programs so that every member has the opportunity for success in building a better financial future. We look forward to bringing that information to our members over the next year.

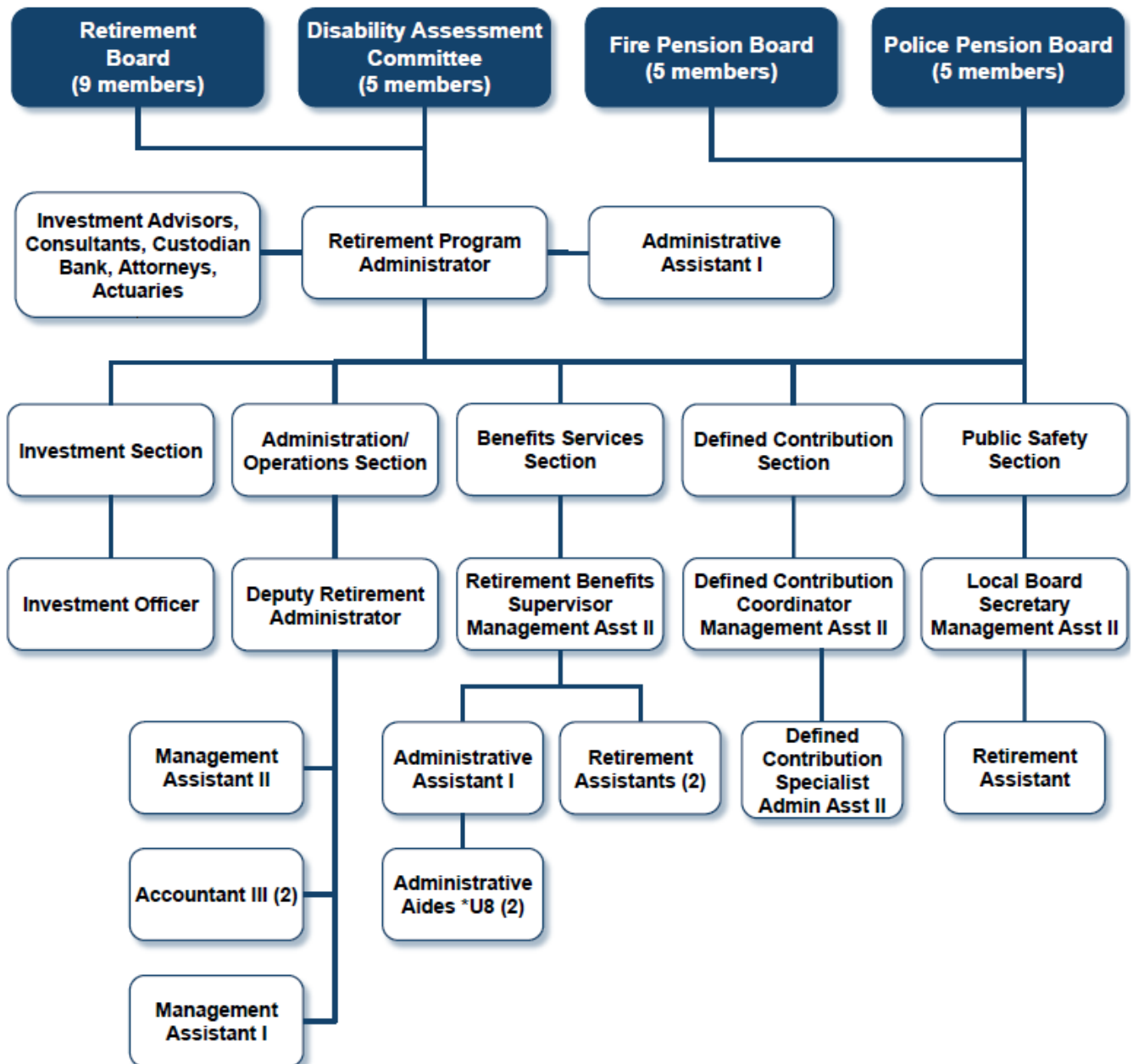
I would like to acknowledge the guidance provided by the Retirement Board. I would also like to acknowledge the hard work of the COPERS staff and the Finance Department for their collaboration on the information provided in the COPERS ACFR and PAFR. This report is intended to provide important information crucial to the understanding of the pension plan.

Sincerely,

Scott Steventon

Scott Steventon
Retirement Program Administrator

COPERS ORGANIZATION



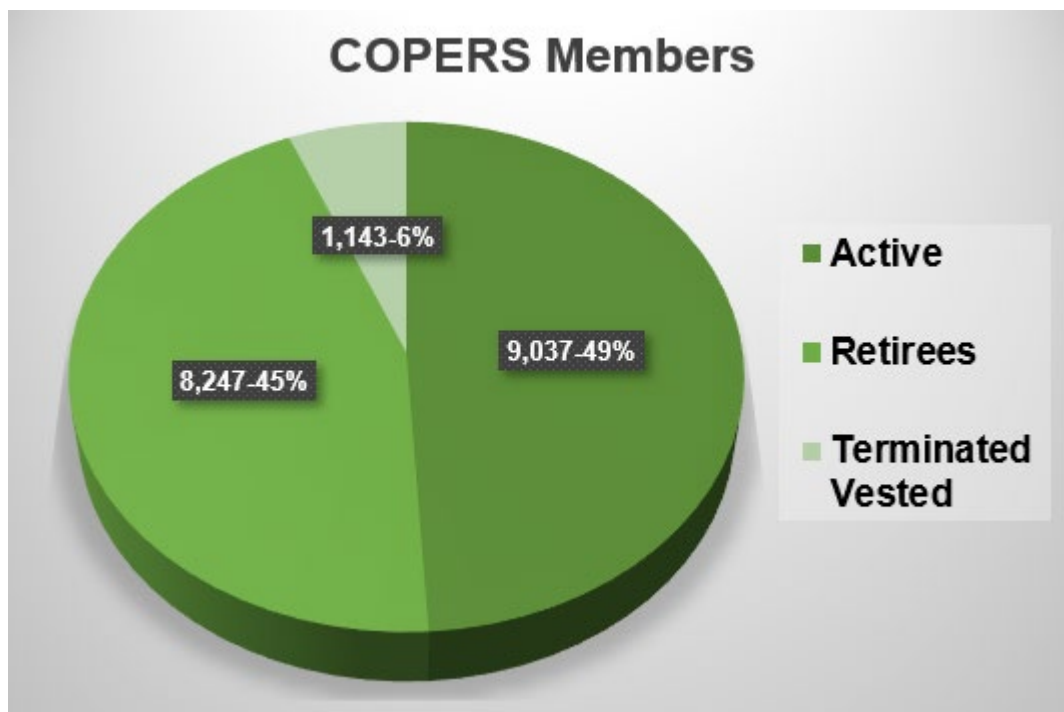
Description of Plan

COPERS is a single employer, defined benefit pension plan established by the City Charter (Chapter XXIV). Its purpose is to provide retirement, disability retirement, and survivor benefits for its members. Members are full-time employees on a work schedule which consists of the number of full-time hours per week designated for the class of employment for the employees' classification and which work schedule is intended to be continuous over a period of twelve months. All full-time classified civil service employees and full-time appointive officials of the City except for sworn police and firefighters are required, as a condition of employment, to contribute to COPERS.



Membership Data

The following chart summarizes the composition of COPERS membership as of June 30, 2025:





Pension Benefits

Benefits are calculated on the basis of a given rate, final average salary and service credit. Members are eligible for retirement benefits at age 60 plus ten or more years of service credit, age 62 with five or more years of service credit, or where age and service credits equal 80 for Tier 1 employees and 87 for Tier 2 and 3 employees. The table below outlines the benefits for each tier.

Tier 1	Tier 2	Tier 3
<ul style="list-style-type: none"> Up to 32.5 yrs service @ 2.0% 32.5 to 35.5 yrs service @ 1.0% 35.5 yrs service & over @ 0.5% 	<ul style="list-style-type: none"> Less than 20 yrs service @ 2.10% 20 yrs but less than 25 yrs service @ 2.15% 25 yrs but less than 30 yrs service @ 2.20% 30 yrs or more @ 2.30% 	<ul style="list-style-type: none"> Less than 10 yrs service @ 1.85% 10 yrs but less than 20 yrs service @ 1.9% 20 yrs but less than 30 yrs service @ 2.0% 30 yrs or more @ 2.1%

A deferred pension is available at age 62 for members who have five or more years of service credit at time of separation and leave their accumulated contributions in COPERS.

A supplemental post-retirement payment and a permanent benefit increase (under the Pension Equalization Program) may be provided to retirees in Tiers 1 and 2 if sufficient reserves are available at the end of the fiscal year. The reserve is funded if the five-year average investment return exceeds 8%.

Actuarial Methods and Assumption Changes

Funding a retirement program is a long-term commitment and it requires the use of assumptions. COPERS hires an independent actuary to conduct annual valuations of pension assets and expected expenses. The COPERS Board works with the actuary to adopt reasonable assumptions including the following:

- Life Expectancy of retirees receiving benefits
- Future salary increases for active employees
- Inflation
- Rate of return on COPERS investments
- Amortization period

The actuary uses these assumptions and standardized methods required by the Governmental Accounting Standards Board to develop the valuation, which includes the actuarial accrued liability and the actuarial or smoothed fair value of plan assets. The valuations are used to determine annual contribution rates that employees and the City are required to pay to meet future pension obligations.

Tier 1 members contribute 5% of pay and the City contributes the remainder of the total contribution rate. Tier 2 and Tier 3 members contribute half the total contribution rate, not to exceed 11% of pay, and the City contributes the remainder of the total contribution rate.

The smoothed fair value of assets was used for the June 30, 2025, valuation. This method, which is unchanged from last year, spreads the difference between the actual rate of return on COPERS investment and the expected rate of return on COPERS investments over four years. Using the smoothed fair value of assets minimizes the effect of market volatility and also minimizes the volatility of contribution rates. It is consistent with the long-term process of funding a pension plan.

The Unfunded Actuarial Accrued Liability (UAAL) is the difference between the actuarial liability and the actuarial value of assets; it measures the extent to which promised benefits outweigh the current assets. Changes in UAL indicate whether a plan is successfully moving towards being fully funded.

Funded Status (in thousands)

Actuarial Valuation Date	Smoothed Value of Assets	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio
6/30/2025	\$ 3,889,052	\$ 5,209,415	\$ (1,320,363)	75.1%
6/30/2024	3,738,075	5,147,294	(1,409,219)	72.6%
6/30/2023	3,517,451	4,884,162	(1,366,711)	72.0%
6/30/2022	3,361,409	4,723,291	(1,361,882)	71.2%
6/30/2021	3,211,142	4,541,799	(1,330,657)	70.7%
6/30/2020	2,811,163	4,414,114	(1,602,951)	63.7%
6/30/2019	2,677,353	4,401,825	(1,724,472)	60.8%
6/30/2018	2,562,847	4,226,046	(1,663,199)	60.6%
6/30/2017	2,402,707	4,129,452	(1,726,745)	58.2%
6/30/2016	2,283,216	3,984,137	(1,700,921)	57.3%

The foregoing actuarial assumptions and disclosures are based on the presumption that COPERS will continue as presently chartered. If COPERS is amended, different actuarial assumptions and other factors might be applicable in determining actuarial present values.

Statement of Fiduciary Net Position

The Statement of Fiduciary Net Position presents information on all of the assets and liabilities of the Plan with the difference reported as Net Position Held in Trust for Pension Benefits. Net position is what is available to make pension payments to retirees and survivors.

The overall increase in net position is primarily a result of strong investment performance. A current and prior year summary of COPERS' net position held for benefits is shown below to assist the reader in evaluating the progress of the Plan.

COPERS' Fiduciary Net Position for Benefits for June 30, 2025 and 2024 (in thousands)

	2025	2024	Change	% Change
Cash & Cash Equivalents	\$140,142	\$164,995	-\$24,853	(15.1) %
Total Receivables	23,941	96,077	-72,136	(75.1)
Total Investments	3,818,481	3,494,066	324,415	9.3
Total Assets	3,982,564	3,755,138	227,426	6.1
Total Liabilities	69,441	139,323	-69,882	(50.2)
COPERS' Net Position	\$3,913,124	\$3,615,815	\$297,308	8.2 %

**Total Plan Net Position
(in thousands)**



How Pensions Are Funded

COPERS is funded through a combination of revenue from employee contributions, employer contributions and investment earnings. Historically, the largest portion of funding has come from investments. As expected, the proportion of net investment income fluctuates with the market. Revenues for the last five years are shown below.

Fund Revenues (in thousands)			
Year Ended	Employee Contributions	Employer Contributions	Net Investment and Other Income
6/30/2025	\$ 65,934	\$ 209,931	\$ 312,283
6/30/2024	57,067	210,701	251,254
6/30/2023	47,749	193,136	177,601
6/30/2022	53,350	178,319	(159,662)
6/30/2021	40,561	357,382	612,601

Expenses of the Plan

COPERS' assets can only be used to make benefit payments to retirees and beneficiaries, provide refunds of contributions to terminated employees, and to pay the costs of administering the system. Expenses for the last five years are shown below.

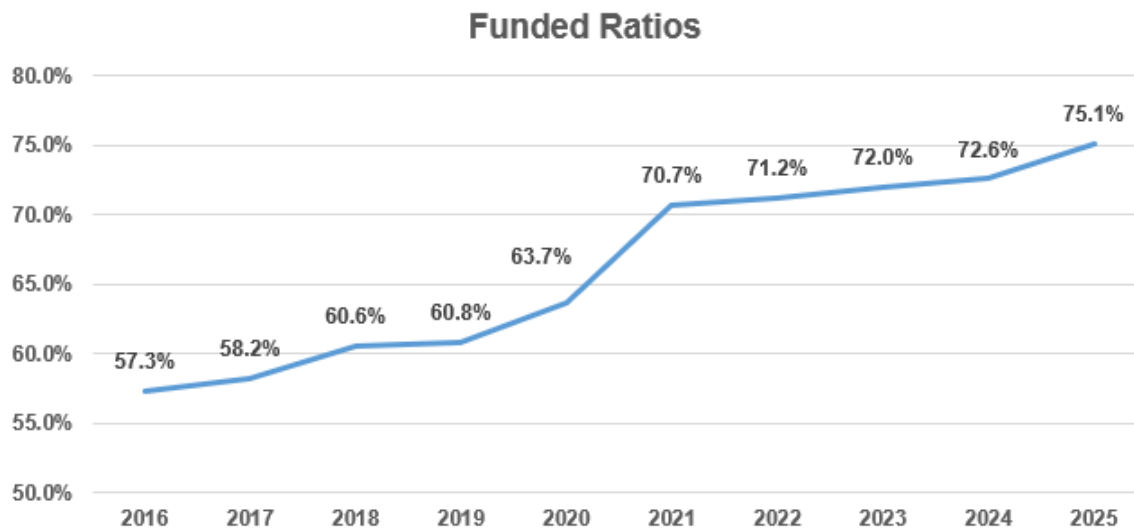
Fund Expenses (in thousands)			
Year Ended	Benefit Payments	Refunds	Administrative and Other Expenses
6/30/2025	\$ 282,471	\$ 4,288	\$ 4,080
6/30/2024	276,224	4,000	7,079
6/30/2023	268,868	4,120	4,089
6/30/2022	257,782	4,436	5,129
6/30/2021	246,214	3,047	4,429

Expenses incurred to staff the Retirement Office are paid by the City of Phoenix from its General Fund.

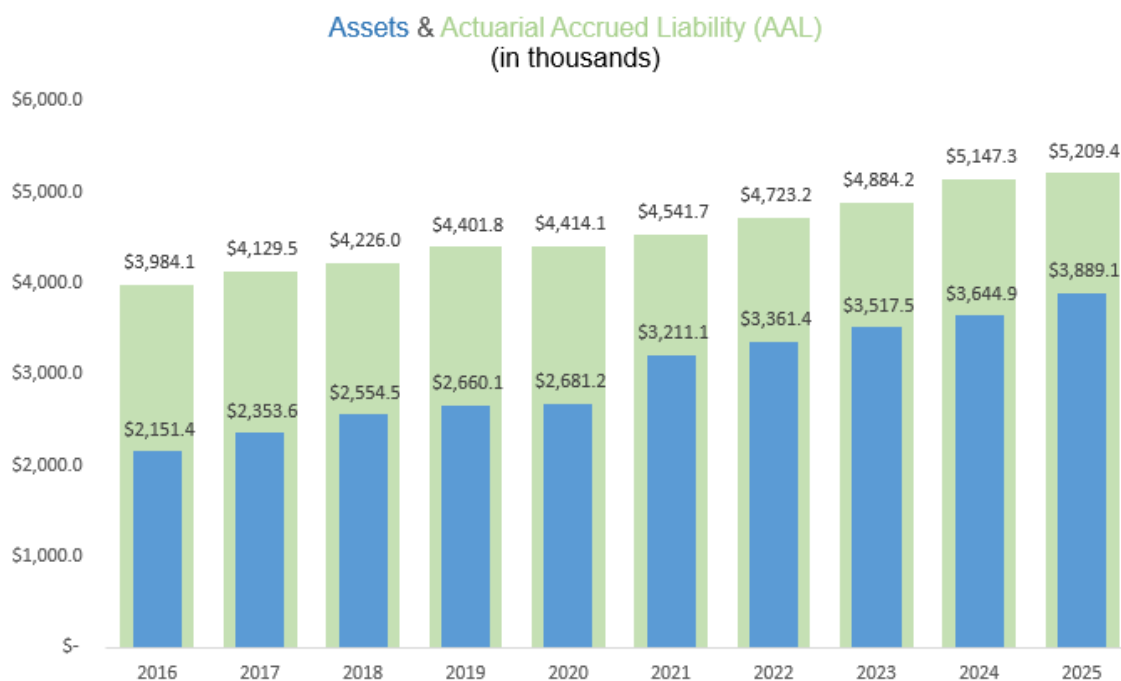
FINANCIAL SUMMARY

Funded Ratio

Every year an independent actuary conducts a study to calculate the funding status of the Plan (Funded Ratio), measure the Plan's funding progress and recommend contribution rates. The Funded Ratio compares the obligations of the Plan to the assets that the Plan holds. High funding ratios indicate a well-funded plan with sufficient assets to cover the plan's obligations. For the June 30, 2025 valuation, the actuary determined COPERS' funded ratio was 75.1%, meaning that the Plan has 75.1% of the funds required to pay all current and future pensions. The following chart shows improvement in the funding status over the past several years.

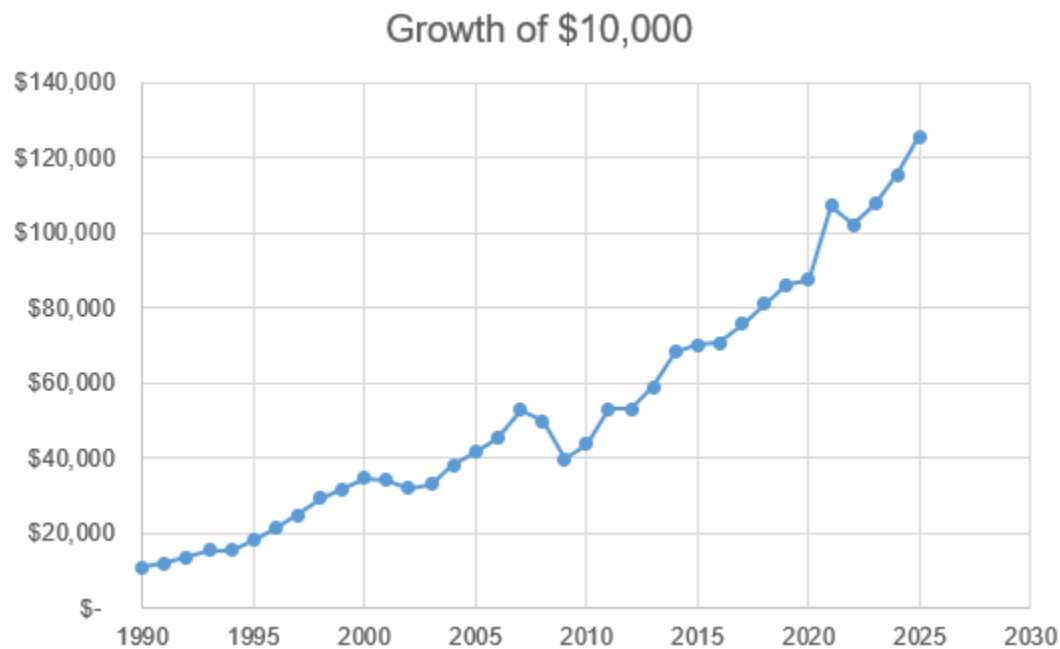


Assets and Actuarial Accrued Liability

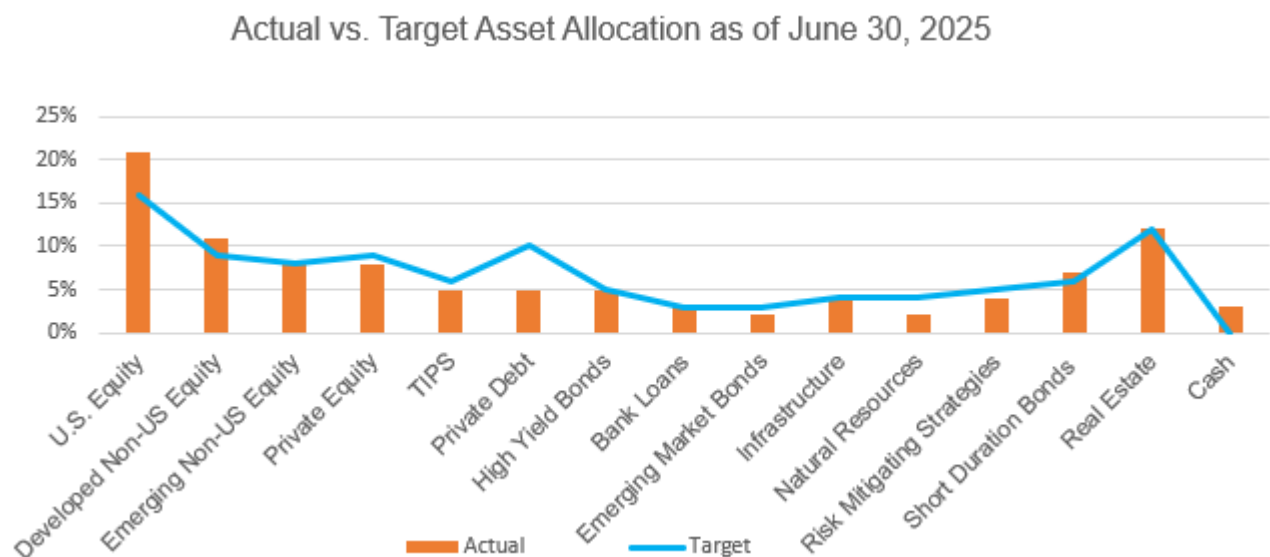


Investment Summary and Asset Allocation

For the fiscal year ended June 30, 2025, the Plan’s investment portfolio produced a net return of 8.6%. COPERS’ asset allocation has provided consistent overall returns over time, as illustrated in the graph below that shows the growth of \$10,000 at COPERS’ investment return rates.

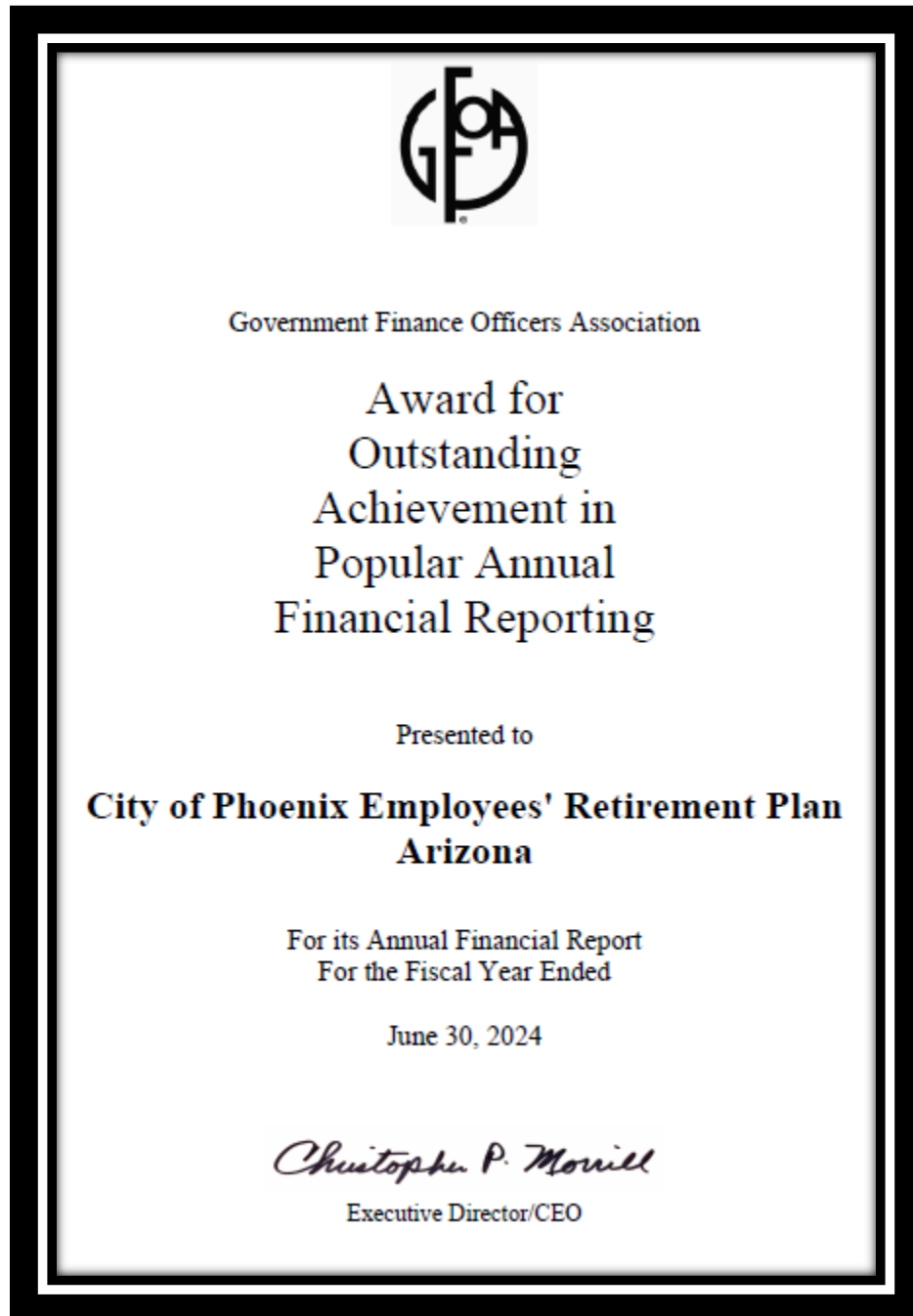


Asset allocation represents how the System’s investments are spread amongst various asset classes and is used to mitigate risk. In an effort to attain the total portfolio return goal, each asset class has a benchmark return. Actual and target allocations are depicted in the chart below.



OUTSTANDING ACHIEVEMENT AWARD

Government Finance Officers Association of the United States and Canada has given an Award for Outstanding Achievement in Popular Annual Financial Reporting to City of Phoenix Employees' Retirement System for its Popular Annual Financial Report for the fiscal year ended June 30, 2024. The Award for Outstanding Achievement in Popular Annual Financial Reporting is a prestigious national award recognizing conformance with the highest standards for preparation of state and local government popular reports.



Visit COPERS at:
www.phoenix.gov/copers

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Data presented in this report was derived from our June 30, 2025 Annual Comprehensive Financial Report (ACFR). The Popular Annual Financial Report (PAFR) and ACFR were prepared in accordance with Generally Accepted Accounting Principles (GAAP). The ACFR provides in-depth information about the financial, investments, actuarial and statistical aspects of the pension plan. This PAFR and the ACFR are available at www.phoenix.gov/copers, by phone at (602)534-4400 or by email to copers@phoenix.gov.



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Employees' Retirement System
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